Government of Saskatchewan

Annual Report
1988 - 1989

New Careers Corporation

New Careers

90-03488/

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Regina, Saskatchewan

To Her Honour
The Honourable Sylvia O. Fedoruk, O.C. SOM
Lieutenant Governor of the Province
of Saskatchewan

Your Honour:

I have the honour to submit herewith the annual report of New Careers Corporation for the period May 1, 1988 to April 30, 1989 including financial statements for the year duly certified by the Provincial Auditor, in a form approved by Treasury Board, all in accordance with the Crown Corporation Act 1978.

Respectfully submitted,

Beattie Martin

Beattie Martin,
Minister Responsible for
New Careers Corporation

New Careers Corporation was established in May 1984 to help long term social assistance recipients gain the skills and work experience necessary for full-time employment and a productive career. The program was designed to provide honest work, reasonable benefits, counselling services and educational opportunities. Five years and 476 trainees later, we know conclusively that the program works.

In addition to a continuing strong association with the provincial parks system, New Careers has diversified training and employment opportunities through cooperation with non-government organizations, the private sector, and departments and agencies of the provincial and federal governments.

The continued expansion and diversification of the New Careers program is due in very large part to the enthusiasm of the Corporation's Board of Directors. The Board membership was expanded two years ago to include individuals from urban, rural and small town Saskatchewan, representing varied occupations and interests. This has resulted in new ideas for projects and new project co-sponsors from both the public and private sectors.

During our first five years, New Careers has established a solid base and a strong record. We look forward to building on that base as the Corporation enters the 1990's.

Edward J. Brady

(l to r) Frank Zawada, Mary-Jane Tysowski, Chuck Gurney, Richard Bailey, Shelleen Vandermey, Ted Brady - Chairman, Honourable Beattie Martin - Minister, Lou Northcott, Brian Woodcock - C.E.O.
(standing) Ross MacLennan, Dawn Radford, Gladys Ollinger, Terry Lyons - Secretary

In our first five years, New Careers Corporation has built dozens of projects throughout Saskatchewan for the benefit of the people of our province. We're proud of our work and we're proud of the people who are responsible for building these projects - trainees and management alike.

In a survey of former trainees, an independent evaluation has found that two-thirds of New Careers participants found steady employment after their time with the corporation. An additional five percent left New Careers to further their studies. Of those trainees who completed their full Career Plan with the corporation, over 90% were employed. These results are unsurpassed among comparable programs in North America.

This year's annual report provides an opportunity for the people of New Careers to describe their role in the Corporation and to explain how New Careers is, for them, an unusual and rewarding place to work.

Brian Woodcock
Chief Executive Officer

(l to r) Tony Antonini, Manager; Brian Woodcock, Chief Executive Officer; Terry Lyons, Deputy Chief Executive Officer

(l to r) Valerie Reiter, Trainee; Kim Jalbert, Executive Assistant; and Joyce Gyorfi, Trainee

The People of New Careers

(l to r) Jim Dean, Coordinator of Recruitment & Counselling; Vern Allison, Counsellor; and Lou Sulzmann, Trainee

Recruitment and Counselling

The first person a new trainee meets at New Careers Corporation is Jim Dean, Coordinator of Recruitment and Counselling or one of his counselling staff, Caroline Goodwill and Vern Allison in Regina and Wayne Boechler in Saskatoon.

"The process begins when one of the project superintendents lets me know that he needs people," says Dean. "I then get in touch with the Vocational Services Unit at Social Services. They make the referrals and we set up an interview."

"Initially, we want to make sure that potential trainees understand what New Careers is all about, and what is expected of them. Not everyone is suited to the program. After initial orientation, we set up an interview between the trainee and the superintendent."

What are Dean and his staff looking for in a trainee?

"Not necessarily job skills. It's more a matter of attitude. Trainees with a clear idea of what they want to do - a specific goal - usually do best in the program."

After trainees have started work at the project site, someone from Recruitment and Counselling meets with them to begin the Career Planning process. The aim is to have a personal Career Plan in place within three months.

"We try to determine what they want to do long term, and what steps they should take to achieve their goal. This may involve institutional training as well as work experience."

Dean and his staff are primarily concerned with career counselling, but if trainees are experiencing personal problems that interfere with their work performance, the Corporation will refer them to other sources of help.

While many trainees leave New Careers Corporation with greatly improved technical skills, Dean sees other changes as even more important to the trainees' long term employment prospects.

"Most people lose a job because of poor general work skills," he says. "At New Careers, trainees acquire some stability. Sometimes we forget how hard it is to get a job if you don't have a drivers' license, a vehicle, a telephone."

But most importantly, says Dean, "The real changes happen when people develop self-confidence. They start doing more for themselves, taking charge of their careers and their lives."

Training and Placement

Trainees see a good deal of Henry Joerissen and Russ Soltys during their time with New Careers. Soon after they join the Corporation, trainees work with Henry & Russ to help them decide how to reach their training goals.

"If a fellow wants to become a mechanic, for example," says Joerissen, "we work with him to decide when and how he should carry out his plan. We work out a schedule of institutional and on-the-job training, and perhaps correspondence courses."

"In this last year thirty-four trainees enrolled in institutional courses in twenty-two different areas, including power engineering, major appliance repair, adult basic education, heavy equipment operation, autobody repair, carpentry, and heavy equipment mechanics."

After trainees begin institutional training, Training and Placement staff monitor progress by telephone or personal visit at least twice a month. Trainee success rates are good; eighty percent of students who complete their courses pass.

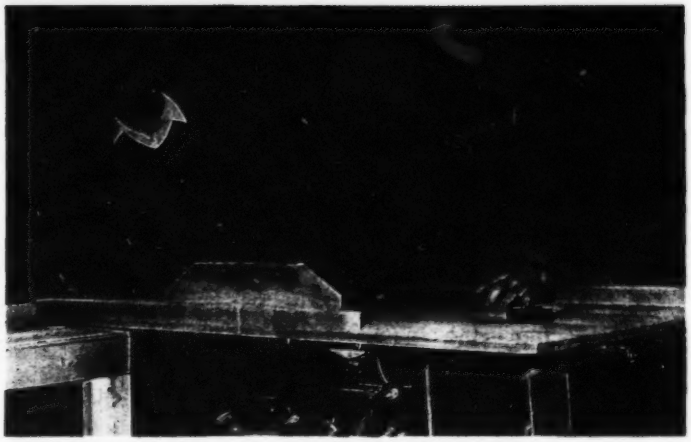
Formal training is delivered at the job site, as well.

"On site training modules have two objectives," says Soltys. "One is to supplement job skills learned at the site. This could include skills such as surveying, air brakes, or welding. We also provide training to help improve work and life skills. These modules include first aid, occupational safety, and personal finance. We've found these courses to be very popular among the trainees."

While many trainees find employment by the time they have completed their career plan, some need additional time and assistance. For these trainees, New Careers developed an intensive three week job search program which has established a ninety percent success rate.

"All training at New Careers is job-oriented," says Joerissen. "We want to get the trainee out working. That is the objective."

(l to r) Russ Soltys, Instructor and Henry Joerissen, Coordinator of Training & Placement



(l to r) Gifford Brass, Regina Superintendent and Randy Roy, Trainee

On-Site Training and Employment

Gifford Brass has been with New Careers for over four years. A cabinet-maker by trade, he started as foreman in charge of building period furniture reproductions for Saskatchewan historic parks.

After his next assignment - the Kenosee Youth Offenders Facility - was completed, he was promoted to Superintendent at Rowan's Ravine, where he supervised the construction of a new marina. Brass and his crew of trainees have been busy this past year with a variety of projects in Regina, many of them in cooperation with the Wascana Centre Authority.

Managing trainees at New Careers is different from conventional construction work, the Regina Superintendent notes. "On the typical construction site, workers have the necessary skills and you don't worry about them coming to work." At New Careers, both technical skills, and work skills and attitudes often have to be learned.

In Brass's opinion, the program works. "Through New Careers," he says, "we can offer an education, a skill, positive incentives. One guy came here with no idea how to budget. Now he's got a bank account; he's got money every week."

Trainees develop technical skills as well. He recalls, "A couple of guys knew what a saw and a hammer were, and that's about all. Now they're building everything you can think of."

Gifford Brass is determined that when trainees leave the program, they leave with skills at the industry standard. "I tell the trainees that if it takes me 45 minutes to frame a window, that's what it should take you."

"Well," he smiles, "within the hour anyway."

When asked to describe his responsibilities at New Careers, Dave Fraser says, "I can put it in one line. Our job is to turn social assistance recipients into taxpayers."

In the process, Fraser and his 1988-89 crew of 15 trainees built a maintenance building for Duck Mountain Provincial Park, reshingled the park recreation hall, constructed a bicycle trail, carried out right of way clearing for the park entry road, and cleared 150 kilometres of right-of-way for Saskatchewan Highways and Transportation.

"We do work that wouldn't otherwise get done," says Fraser. "It benefits local communities especially, as we buy materials locally, employ local people, and use local sub-contractors."

After running his own construction company, has Fraser found managing New Careers projects a great deal different from the private sector?

"Not a lot," he says. "We're more tolerant of shortcomings - you get three chances instead of one. But it's like anywhere else, if you treat people like people, you get production."

There is certainly, in Fraser's view, no compromise on the quality of work. "Everybody's watching us," he says. "We have to do good work."

Dave Fraser, Superintendent, Duck Mountain Project

Administration

Working out of the Regina Head office, Administration Officer Valerie McIntee and Robert Cossette, Computer Operator, are responsible for keeping track of a budget exceeding $4 million, twenty-five employees, and a constantly changing workforce of over 120 trainees.

"When I first arrived at New Careers, everything was manual." says McIntee. "Ledgers were a foot and a half thick. Even with automation, it's a challenge, because things are changing all the time, especially payroll as trainees come and go."

McIntee's responsibilities include controlling equipment, coordinating vehicles, handling all payables and receivables, training bookkeepers and clerks at project sites, and helping project superintendents and site personnel understand and use monthly financial and statistical reports.

Every three months, she visits all the project sites and this has helped her to better understand the Corporation's varied operations. Getting to know the projects and the trainees is, she says, the best part of the job.

"What I really enjoy is the trainees. It's great to see them coming into their own and getting somewhere."

Down the hall from McIntee's office, Robert Cossette manages the computer system which he implemented upon joining the Corporation in 1987. At that time, he had just graduated from the accounting and computer information processing program at S.I.A.S.T.

"When I arrived," he says, "the computer and the software were here but the system wasn't working ye'. It's unusual to have the opportunity at the beginning of your career to help implement a system from the ground up and see it develop."

Cossette has seen other developments as well in his time with New Careers. This past year, a project crew began renovating the Corporation's head office, and Cossette has enjoyed meeting trainees on a more regular basis.

"Computer operators are supposed to sit at a computer for eight hours a day," he observes. "I guess it's a bit strange to say that what you like about the job is the people."

(l to r) Robert Cossette, Computer Operator and Valerie McIntee, Administration Officer

Verna Ireland, Trainee

The Trainees

Verna Ireland works at the Regina project, looking after correspondence and record-keeping. As her superintendent, Gifford Brass, puts it, Ireland, "keeps us on top of the paper-work."

New Careers gave Ireland an opportunity to pursue a very definite career goal.

"I knew before I came here what I wanted to do, and that I would need training in business administration to do it. My career goal is to be an executive assistant or office manager, but I didn't intend to train for it right away."

After joining the Corporation, however, Ireland decided to take a Certificate in Business Administration through night classes, while working during the day.

Before joining New Careers, she had not worked since 1986. She had suffered a disabling depressive illness and had trouble convincing employers that she was recovered and able to take on a full time job.

"People need a bridge," she says. "For me, New Careers was an ideal opportunity. Before I became ill, I worked for eleven years with responsibility for nine people. No matter how much you achieve in life, you can lose it all. There aren't that many places that will help. New Careers did."

When Herb LeRat was hired by New Careers Corporation, he thought he would like to become a carpenter. But after discussions with Career Counsellor Caroline Goodwill, he started thinking about helping others with problems he has experienced himself. LeRat is now on the waiting list for the chemical dependency worker program at S.I.A.S.T. in Prince Albert.

"I've been through it all,: says LeRat. "Drugs and alcohol have been a problem for many of the guys in the program, and they certainly were for me."

In the meantime, he enjoys his work with the corporation. It is, he says, "one of the best jobs I've ever had. Lots of variety. We learn everything from welding to pouring cement. It's not easy, though. Working a ninety pound jack hammer in the cold - that's hard work."

The main benefits of the New Careers program, in LeRat's view, are the variety of training opportunities and the chance to go to school.

As far as LeRat is concerned, "New Careers is the best thing that could happen to anybody on provincial assistance."

Herb LeRat, Trainee

The Graduates

The employment prospects for all New Careers trainees are good. The prospects for those who complete their full program with the Corporation are excellent. Dwayne Cameron, now a Certified Addictions Counsellor and Barry Hermann, employed with the Corps of Commissionaires, fulfilled their career plans and went on to steady, long-term employment.

Barry Hermann was hired by New Careers in January of 1985 and spent the next three months catching up on two years of high school. After completing grades nine and ten, Hermann joined the project crew at Regina Beach.

"We did some renovations at Last Mountain House," he recalls "and then we built a log cabin. I enjoyed that, building a cabin from scratch."

September found Hermann back at school, starting his Grade eleven through Adult Basic Education. In the spring, his course completed, he returned to the project crew, now building a marina at Rowan's Ravine.

"I learned a lot on the project," he says. "We did a lot of things I'd never done before. How to use a chain saw, for example. All the guys were nervous about chain saws, but we learned to use them. The only problem was the heat - and it was hard work for the money."

Hermann joined the Corps of Commissionaires in late 1986 and has been with the Corps since. Looking back on his time with New Careers, he reflects that one thing making the program different is "...the personal touch. When I was in school, Russ (Soltys) came out every week. We had coffee and talked things over. Caroline (Goodwill) came out to the job site to see us

Dwayne Cameron, Graduate and son, Gerard.

there. Everybody knew what everybody was doing. I guess I could have gone through ABE on welfare or unemployment, but New Careers was a better alternative."

It's past six o'clock by the time Dwayne Cameron brings his son home from day care. He dropped him off that morning at seven a.m. on his way to Indian Head where he works as a chemical dependency counsellor. Next week he'll be leading an evening course in preventing dependency, work he takes on in addition to his full time job.

Cameron's decision to train as a counsellor was motivated by his own battle with alcohol and drug dependency. He came to New Careers in 1986 looking for retraining and, he says, "willing to sacrifice nine months of manual labour" for help in getting that training. He spent those months helping to build a golf course at Elbow and constructing equipment and buildings for the provincial park system.

"I learned some good skills there," he says. "I'd never done wiring before, for example, and we did a fair amount of woodworking as well. They're useful skills."

Cameron took one year of training at S.I.A.S.T. in Prince Albert with new Careers sponsorship, but carried on to his second year with the help of student loans.

"I'm in debt now," he says, "but I'd be a lot further in debt if it hadn't been for New Careers. I'd like to go on from here, maybe do a combined degree in Psychology and Education."

Cameron's life today is a far cry from the lifestyle that led to a lengthy suspension of his driver's license. He'll be getting his license back soon, after six years of bussing, walking, bicycling and car pooling. Six years.

"You don't get where I was by eating jelly beans," he says.

Barry Hermann, Graduate

The Projects

Meadow Lake Provincial Park

In 1988/89, trainees based at Goodsoil completed a 16 kilometer road between Birch Lake and Junor which was turned over to the R.M. of Beaver River and the R.M. of Meadow Lake for operation. The crew carried out campground improvements at Sandy Bay and began clearing for an access road to the west entry of Meadow Lake Provincial Park.

In its first contract with the Saskatchewan Housing Corporation, New Careers designated a supervisory crew to renovate houses at Green Lake and Meadow Lake. Local trainees were hired to carry out the renovations.

Lake Diefenbaker

The Elbow golf course was completed and turned over to the Department of Parks, Recreation and Culture. The golf course operation will be leased to the private sector. At Douglas Provincial Park, the New Careers crew completed a major expansion to the campground which included construction of a new service centre and renovations to the Interpretive Centre. The expansion added in excess of 50 new campsites to the campground.

In September 1988, this crew moved to Stewart Valley and began operations at Saskatchewan Landing Provincial Park and Cypress Hills Provincial Park. Projects included installation of an irrigation system in Saskatchewan Landing Provincial Park, the start of renovations to the historic Goodwin House, landscaping improvements at Cypress Hills Provincial Park, and construction of bleachers for the 1989 Jeux Canada Games Society in Saskatoon.

Brian Gizen, surveyor.
Elbow Golf Course in the beginning

Saskatoon Project

During this year, the crews renovated space for the Saskatchewan Abilities Council, installed handicapped access and an elevator shaft at the Albert School Day Care Centre, and completed several erosion projects along the river bank for Meewasin Valley Authority.

In September 1988, the New Careers crew began work on the Promenade of the Provinces for the 1989 Jeux Canada Games Society. The project is expected to be completed prior to the start of the Games. Crews also installed a drainage system to stabilize slopes at Gabriel Dumont Park.

Regina Project

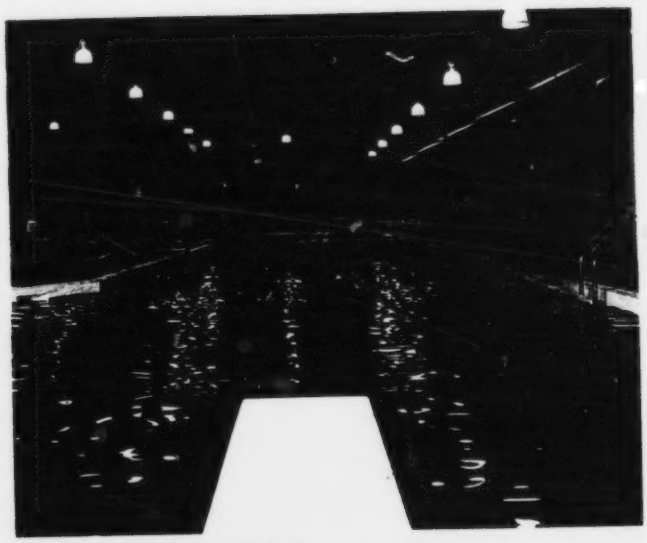
The crew completed operations at Rowan's Ravine Provincial Park in the spring of 1988, disbanded the campsite at Rowan's, and relocated to the Sedco Building in Regina. Crews began renovations to the historic Northern Crown Building in Regina, contracted with the Wascana Centre Authority for shoreline renovations and restoration of the Waterfowl Park in Wascana Centre.

Duck Mountain Provincial Park

The newly established Duck Mountain project crew set up camp at the former Veregin School in May 1988. During the year, they worked in Duck Mountain Provincial Park on a number of projects including constructing a bicycle trail, reshingling of the park recreation hall, clearing right-of-way at the park entry road and began construction of a park maintenance building. Under contract to the Department of Highways, crews from Duck Mountain cleared 150 kilometers of highway right-of-way.

Elbow Golf Course completed

Manitou Mineral Spa construction begins



Manitou Mineral Spa completed

Saskatchewan Works Projects

During the year in review, the Corporation completed the following Saskatchewan Works projects in cooperation with the Department of Social Services.

Manitou Mineral Spa

The Mineral Spa, begun last year, was officially opened by the Honourable Grant Devine, Premier on June 22, 1988. New Careers participated in this highly successful construction project as the labour subcontractor, employing 88 trainees throughout the course of the project.

Crews completed landscaping projects at Manitou Beach during the summer and fall of 1988 funded through the Saskatchewan Works Program.

Camp Saskadet

During the year, a ten person crew was located at Camp Saskadet north of Kelvington. This is a joint Air Cadet League and Army Cadet League facility operated for the benefit of cadets from all over the province. The crew built a 40 X 100 foot recreation hall, constructed a challenge course, and carried out renovations to a number of buildings at the site.

La Loche to Black Point Road

This joint project was started in February 1988 and Phase I, winter clearing, was completed in April. During the summer, crews completed the 9.5 kilometer road opening an all weather access to the previously isolated community of Black Point. Despite an unusually wet summer season, crews also cleared and planted a 5 acre garden at Black Point. This project was continued under the auspices of the village in 1989 proving that gardening is feasible in the north and a first step towards self-sufficiency.

Cumberland House

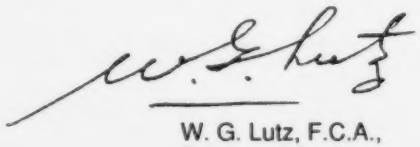
Under the terms of the Cumberland House Agreement, an agreement between the Province of Saskatchewan and the Cumberland House Development Corporation, New Careers Corporation was designated project manager for facilities to be constructed under the agreement. Potential projects include the construction of a community recreation curling rink and hockey complex scheduled for construction in 1990. New Careers will provide supervision including a construction project supervisor, foreman, etc., to assist the Cumberland House Development Corporation in completing projects.

Auditor's Report

To the Members of the Legislative Assembly
of Saskatchewan

I have examined the balance sheet of the New Careers Corporation as at April 30, 1989, and the statement of revenue, expenditure and accumulated operating surplus (deficit) for the year then ended. My examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as I considered necessary in the circumstances.

In my opinion, these financial statements present fairly the financial position of the Corporation as at April 30, 1989, and the results of its operations and the changes in its financial position for the year then ended in accordance with the accounting principles disclosed in note 2 to the financial statements applied on a basis consistent with that of the preceding year.



W. G. Lutz, F.C.A.,
Provincial Auditor

Regina, Saskatchewan
July 14, 1989

Financial Report

Statement 1

New Careers Corporation

BALANCE SHEET
As At April 30

	1989	1988
ASSETS		
Cash	$ 423,655	$ —
Accounts Receivable	176,678	356,362
Prepaid Expenses	860	2,769
Fixed Assets (Note 2)	372,022	186,301
	$ 973,215	$ 545,432
LIABILITIES AND EQUITY		
Bank Overdraft	$ —	$ 141,424
Accounts Payable and Accrued Liabilities	371,625	366,235
Deferred Revenue	6,579	—
Total Liabilities	378,204	507,659
Equity in Fixed Assets (Note 2)	372,022	186,301
Accumulated Operating Surplus (Deficit) (Statement 2)	222,989	(148,528)
Total Equity	595,011	37,773
	$ 973,215	$ 545,432

(See accompanying notes to the financial statements)

Financial Report

Statement 2

New Careers Corporation

STATEMENT OF REVENUE, EXPENDITURE AND ACCUMULATED OPERATING SURPLUS (DEFICIT)
For the Year Ended April 30, 1989

	1989	1988
REVENUE		
Province of Saskatchewan Grants	$ 4,066,666	$ 2,678,400
Contractual Revenue	712,300	2,563,076
Investment Income	87,064	36,194
Miscellaneous Revenue	62,508	35,845
Total Revenue	4,928,538	5,313,515
EXPENDITURE		
Operations:		
Executive Administration	221,864	118,813
Administrative	327,329	331,022
Training	186,566	187,062
	735,759	636,897
Capital Construction Projects:		
Supervisory Salaries	443,463	360,336
Training Employee Wages	1,342,311	1,509,124
General Project Costs	470,431	724,346
Materials and Supplies	412,533	971,374
Support Equipment	281,358	334,081
Equipment Rental	107,781	423,958
Meals and Camp Operations	421,446	452,699
Equipment Repair and Overhaul	171,014	—
Equipment Purchase	170,925	—
	3,821,262	4,775,918
Total Expenditure	4,557,021	5,412,815
Excess (deficit) of revenue over expenditure	371,517	(99,300)
Accumulated Operating Surplus (Deficit) Beginning of year	(148,528)	(49,228)
Accumulated Operating Surplus (Deficit) End of year (Statement 1)	$ 222,989	$ (148,528)

(See accompanying notes to the financial statements)

Financial Report

New Careers Corporation

NOTES TO THE FINANCIAL STATEMENTS
April 30, 1989

1. Incorporation

   New Careers Corporation was established by Order-In-Council #598/84, May 9, 1984 under the authority of Part I of The Crown Corporations Act, 1978.

2. Significant Accounting Policies

   (a) The financial statements of New Careers Corporation are prepared on the accrual basis.

   (b) Revenue Recognition - Contractual Revenue

   Revenue from contract work is recognized as the contract progresses. Amounts received in excess of expenditures incurred on incomplete projects are reflected as deferred revenue.

   (c) Revenue Recognition - Grant Revenue

   Revenue from grants made by the Province of Saskatchewan is recognized as received.

   (d) Fixed Assets

   The Corporation records fixed asset purchases as expenditures in the year of purchase and records fixed asset disposals as revenue in the year of sale. The Corporation discloses the cumulative cost of the fixed assets on the balance sheet with a corresponding entry to "equity in fixed assets".

3. Related Party Transactions

   Prior to March 31, 1989 New Careers Corporation was not charged with certain occupancy and administrative costs. These costs were borne by the Department of Parks, Recreation and Culture and accordingly are not included in these financial statements.

   Included in these financial statements are revenue and expense amounts resulting from routine operating transactions conducted at prevailing market prices with various Saskatchewan Crown-controlled departments, agencies and corporations with which the Corporation is related.

   Account balances resulting from these transactions are included in the statement of financial position and are settled on normal trade terms.